

Message Text

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ACTION NEA-09

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FM AMCONSUL CASABLANCA

TO SECSTATE WASTDC IMMEDIATE 3290

INFO AMEMBASSY RABAT

LIMITED OFFICIAL USE CASABLANCA 0086

E.O. 11652: N/A

TAGS: AFSP, MO

SUBJECT: ABOLISHMENT AND STAFFING OF AMERICAN POSITIONS

NEA/AFN FOR AMBASSADOR NEUMANN

REF: STATE 026777

1. POST QUITE PREPARED ABSORB REDUCTION ONE POSITION PER REFTEL. HOWEVER PARA TWO REFTEL RE RESTRUCTURING WORK LOAD AND ASSIGNMENT OF PERSONNEL ACCORDINGLY DOES POSE PROBLEMS.

2. FOR PERSPECTIVE, THIS POST NOW HANDLES ABOUT FOUR TO FIVE HUNDRED CLASSIFIED TELEGRAMS PER YEAR. THIS VOLUME IS SIGNIFICANT ENOUGH TO REQUIRE THAT WE HAVE AT POST INDIVIDUAL FULLY QUALIFIED AS A COMMUNICATOR AS WELL AS A BACK-UP COMMUNICATOR IN CASE OF LEAVE, EMERGENCIES, WEEKENDS, ETC. IN ADDITION, WE GENUINELY NEED TWO SECRETARIES TO ASSIST SIX OFFICERS, INCLUDING ADDED LOAD OF REGIONAL FISHERIES ATTACHE SCHEDULED ARRIVE POST THIS MONTH. IT MUST BE BORN IN MIND THAT WITH LEAVE, ILLNESS AND OTHER UNFORESEEABLES THERE ARE SUBSTANTIAL PERIODS WHEN ONLY ONE SECRETARY IS ACTUALLY AT POST.

3. FROM OUR POINT OF VIEW, PARA 2 REFTEL POSES TWO SERIOUS PROBLEMS. THE FIRST IS THAT OUR SECRETARIAL CAPABILITY

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WOULD BE SERIOUSLY IMPAIRED BECAUSE POSITION 224, NOW A FULL

TIME SECRETARY, WOULD BE SPENDING SUBSTANTIAL TIME ON C&R, INCLUDING POUCHES. SECONDLY, WHEN SOLE C&R QUALIFIED PERSON ABSENT ON LEAVE, ILLNESS, WEEKENDS OR HOLIDAYS, WE WOULD BE WITHOUT NORMAL OR EMERGENCY COMMO CAPABILITY, PERHAPS 20-30 PERCENT OF TIME. THIS PROPOSAL SERIOUSLY IMPAIRS BOTH OUR SECRETARIAL AND C&R CAPABILITY. WE SUGGEST THE FOLLOWING ALTERNATIVES FOR DEPARTMENT'S CONSIDERATION.

4. ALTERNATIVE ONE: IN LIEU OF RIFING ADMIN/C&R POSITION 215 RIF THE CONSULAR OFFICER (POS. 223). THIS WORK CAN BE DIVIDED BETWEEN POL/LAB OFFICER (POS. 035) AND VICE CONSUL (POS. 045); LATTER NORMALLY FILLS IN ON CONSULAR SECTION WHEN NEEDED. REPLACE CURRENT INCUMBENT ADMIN/C&R (POS. 215) WITH C&R PERSON ALSO CAPABLE OF SOME ADMIN RESPONSIBILITIES. (THIS ARRANGEMENT WOULD PERMIT POL/LAB OFFICER BETTER OPPORTUNITY TOUR DISTRICT AND MEET PROVINCIAL OFFICIALS.) IT WOULD LEAVE POSITION 224 AS SECRETARY/BACK-UP C&R AND WOULD PRESERVE PRESENT SECRETARIAL STRUCTURE WHICH WE NEED.

5. ALTERNATIVE TWO: PROVIDE CONSULAR OFFICER POSITION 224 AS OUTLINED REFTEL BUT WITH C&R CAPABILITY INSTEAD OF ADMIN CAPABILITY. WE NEED A SECOND COMMUNICATOR MUCH MORE THAN AN ADMIN OFFICER, AND CAN REDISTRIBUTE ADMIN RESPONSIBILITIES AMONG OTHER STAFF MEMBERS.

6. BASIC TO PROBLEM ARE FOLLOWING PRIORITY NEEDS THAT SHOULD NOT BE DEGRADED ARE SECRETARIAL AND DUPLICATE C&R CAPABILITY; ADMIN WORK EASILY ALLOCABLE AND ABSORABLE AMONG OTHER OFFICERS IF NECESSARY; CONSULAR WORKLOAD CAN BE SIMILARLY ABSORBED WITH LITTLE LOSS TO AND SOME ADVANTAGE FOR OTHER FUNCTIONS. WE HAVE STUDIED WORK LOADS VERY CAREFULLY AND ARE CONVINCED THAT ALTERNATIVES OUTLINED ABOVE OR SOMETHING COMPARABLE BASED ON POINTS THIS PARA WILL BEST PRESERVE EFFICIENCY OF POST. DEPENDING ON ALTERNATIVE CHOSEN, EITHER C&R/SECRETARY OR CONSULAR ASSIGNMENTS PROPOSED REFTEL MIGHT WORK IF C&R PERSON IS FULLY QUALIFIED SECRETARY AND/OR CONSULAR OFFICER GIVEN C&R TRAINING.

7. EMBASSY CONCURS. CHARGE AND ADMIN COUNSELOR PREFER ALTERNATIVE ONE BOTH FOR TRAVEL COST ECONOMIES AND INCREASED LIMITED OFFICIAL USE

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POLITICAL REPORTING EFFECTIVENESS OF SCS TRAVEL BY POL/LAB OFFICER. LATTER ALSO BELIEVES THIS WOULD SIGNIFICANTLY AUGMENT HIS POLITICAL REPORTING.
BRUBECK

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